

# HEALTH & SAFETY POLICY

The work environment efforts at PrismaTibro are a strategic issue that also affects both our safety and our competitiveness. The work environment efforts encompass the entire operation, all equipment, and all premises, and we also consider the physical, social, and psychological aspects of work for all employees. Through a good work environment, the company's goals can be achieved, and the hope is that the company is also perceived as a good employer and thus able to recruit and retain good employees. We see work environment efforts as a profitable investment to achieve high well-being and motivation at work and low absenteeism among employees.

## WE WILL

- Work systematically with work environment and health issues as a natural part of the operation.
- Prevent and take early actions to eliminate risks of illness or accidents.
- Annually evaluate which Work Environment Regulations (AFS) affect us and adapt accordingly.
- Create and maintain a good work environment in the operation.
- Ensure that the work environment is both safe and developing for the individual employee.
- Ensure that every employee enjoys their work.
- Systematically minimize risks at work and invest in activities aimed at increasing health and efficiency among employees.

## GOALS

- Employee surveys are conducted and evaluated every year.

## RESPONSIBILITY

The company's management conducts systematic work environment efforts in accordance with current work environment legislation.

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Malin Buss, MD